

17 July 1973

MEMORANDUM FOR THE RECORD

SUBJECT: President's Commission on Personnel Interchange

1. A meeting was held this date with Mr. Henry Cadell of the President's Commission on Personnel Interchange at the Civil Service Commission Building. [REDACTED] both of the Office of Training, and [REDACTED] and I represented OP.

2. The purpose of the meeting was to probe Mr. Cadell for specifics with respect to the Executive Interchange Program. Although the Agency has agreed to participate in the Program and has two employees accepted by the Commission for placement in the private sector, questions were still being raised about the way the Program operated. Mr. Cadell provided us with an Operations Manual for the Program. [REDACTED] and the OTR representatives reviewed it first as they have more administrative responsibility regarding the Agency's participation in the Program.

3. Mr. Cadell stressed the point that the Program was conceived as being appropriate only for career employees in both business and government, i.e., those employees who fully expect to return to their respective areas after experiencing an exchange assignment. The announced objectives of the Executive Interchange Program are:

- o "to promote understanding and better working relationships between business and government"
- o "to provide business executives with an increased awareness of the perspective, methods, resources and operation of the Federal Government"
- o "to open government agencies and executives to the management expertise of the private sector"
- o "to develop a cadre of business executives with successful mid-career government experience who could be called upon at a later date for service on advisory boards and panels and in high appointive positions"

4. As pointed out the Program is tailored to the career employee who has had a significant amount of employment time in his present area of employment; who has already established a record of management ability and significant on-the-job accomplishments; and who is reasonably certain to achieve advancement to the senior management level in the sponsor organization.

5. Those who participate are necessarily part of an elite group. Organizational heads are involved personally in identifying nominees for the Program. Generally speaking most candidates are expected to have achieved the GS-15 level before age 40 although some GS-14's are considered. Actually the Program brochure cites 28-38 as the specified age range, but Mr. Cadell assured us that this requirement was not strictly adhered to.

6. The Program limits the exchange to a one year tour although short extensions are sometimes granted. The Commission resists granting full two year assignments because problems related to the individual's "reentry" to the sponsor organization seems to develop exponentially after a year of absence.

7. The exchange tours are geared to commence in September wherever possible in consideration of the fact that a good many of the participants have families with school-age children. Nominations should be in the hands of the Commission prior to May of each year to allow ample time to check-out exchange possibilities. These exchange assignments are viewed as genuine work situations and the individuals are expected to produce. I should point out that individuals are selected for assignment at large. Assignments are not one-for-one situations arranged between two organizations. Sometimes it is not possible to place a candidate because the Commission has not succeeded in finding a job where the individual could be properly used. Should this situation occur he may be renominated (for the Program) in the future since names are not retained and efforts to place individual candidates does not continue indefinitely.

8. The Executive Interchange Program represents only one small element to be considered in an organizational program to provide systematic management development experiences for those of its career employees being groomed to fill top management positions.


Plans Staff

STATINTL

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM: *DBS*
 OTR/IS/AIR
 1036 Chamber of Commerce

EXTENSION

NO.

DATE

8-24-73

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1.

R/TR

8/24/73

2.

ES/YSB

24 May

3.

4.

C/SAR

28 Aug

5.

6.

7.

R/TR (AIR)

DBS

8.

1036

9.

Miscellaneous

9/6 May

10.

(Want to keep?)

11.

12.

13.

14.

15.

Attached is a copy of the memorandum written by [REDACTED] of [REDACTED]. This is the memo Fred [REDACTED] called about on 21 Aug.
 Thanks. *WJH*

STATINTL

TRANSMITTAL SLIP		DATE
TO:		23 August 73
ROOM NO.	BUILDING	
1036	CoFC	W 824
REMARKS:		
Per your request		
FROM:		
ROOM NO.	BUILDING	
626	CoFC	
FORM NO. 241 1 FEB 55		REPLACES FORM 36-8 WHICH MAY BE USED. (47)

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